Mdras. H-27—100,000—21-6-48.

L. & P. H (1948) Department.

Ms SERIES.

G.O. No. 4055 P. H

Dated 30-11-48

[Despatch Abstract.]

Compensatory - Revision of scale of pay and certain other requests - Orders passed.

THE NON-GAZETTED GOVT. OFFICERS' ASSOCIATION.

(CENTRAL), MADRAS.

President:
K.Jagadisa Ayyar,B.A.(Hons.),
VICE PRESIDENT:
D.Rajagopal Naidu,
GENERAL SECRETARY:
M.J.Aruliah, N.A.
TREASURER:
K.Rangachari.

"NON-GAZETTED OFFICERS' HOME",
31, NEELI VEERASWAMI CHETTY STREET,
TRIPLICANE.

No. 11-N.G./C.1947. Madras(No.5). 19-3-1947.

To

The Chief Secretary to the Government of Madras,
Fort St. George, Madras.

Sir,

Subject: Public Services - Compounders in Government Hospitals - Revision of salries -
Reference:- G.O No.78. Finance, dated 8th February 1947.

With reference to paragraph 4 of the G.O. cited, I am to submit the following report on behalf of the Compounders in the Government Hospitals. The matter was represented in person by the President of the Non-gazetted Government Officers' Association, Central, Madras, to the Hon'ble Minister for Public Health on 8th February 1947, who promised to consider the case on receipt of a detailed memorandum. The Association asked for an interview with the SurgeonGeneral with the Government of Madras, to consult him in the matter. But he has replied that he had already forwarded the memorials from the Compounders to Government with his support.

2. In that connection, I am to submit that the revised scale of Rs.35--1--50 which Government have sanctioned for the Compounders has caused intense disappointment throughout the Presidency. On 8th February 1947, a representative gathering of the Compounders met the Executive of the Central Association for advice and guidance as to the further action to be taken by them. The representatives were informed that the matter should be left to the Non-gazetted Government Officers' Association for making representation to Government and they were also informed that the Compounders should follow only constitution-al methods to seek redress of their grievances. A copy of the statement signed by the Compounders is enclosed (Appendix I).

3. The Association submits herewith a copy of the printed Memorial received from the Compounders which explains fully the facts relating to their case. A statement is also submitted which shows at a glance the qualifications prescribed, the nature of duty to be performed and the revised salaries as now sacntioned to the various subordinates in the Medical and Public Health Departments. It will be seen that of the five categories of Medical subordinates mentioned in the Statement, the case of the Compounders has not received the sympathetic attention which it deserves. In making this representation on behalf of the Compounders, the Association desires to submit that the whole management and running of hospitals

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is due to the zeal, efficiency and loyalty exhibited by these subordinates. They are the anaesthetists in the hospitals. They are the assitants to the medical officers in the operation table. They are the clerks to attend to the clerical duties. In short, the Compounder is the Non-gazetted Officer who is the pivot in the Govt. Hospital, who is called upon to do every item of intelligent and responsible work next to the Medical Officer.

4. The Midwives, who were in receipt of a pay of Rs. 25-40 have been granted revised pay of Rs.40-3-55-2-70. The Compounders who were in receipt of a scale of pay of Rs.28-1-2-35-40 have been given a pay of Rs.35-1-50. These hard-worked subordinates, who are working without weekly holidays practically throughout the year, most of whom possess the minimum Educational qualifications, besides technical training for one year deserve a better scale. The Association strongly supports their requests and recommends that their salary be fixed in the scale as for a Lower Division Clerk, Viz. Rs.45-3-60-2-90.

5. As the Compounders are to deal with drugs, often of a poisonous nature, and as these subordinates are not given any uniform allowance, nor special pay for the arduous nature of their duties, nor any overtime allowance, I am to request that the Government may be pleased to grant them a special pay of Rs.10/- per mensem in view of the special difficult nature of duty entrusted to them. The Association also submits that it is necessary that the Compounders should be provided with free quarters within the hospital premises and pending construction of quarters, they should be given House rent allowance in all the stations in the Province. irrespective of the population limit.

6. The Association further begs to submit that the discontent in the ranks of Compounders is mainly due to lack of opportunities for promotion to any higher grade. A subordinate entering service as a Compounder has a legitimate grievance when even after long periods of approved service, he has no post on a higher scale to aspire for. With the growing commitments of his family, the Compounder is at his wits end to maintain himself and his family. I am to submit the following suggestions for the sympathetic consideration of Government.--

(a) To make some provision for the promotion of compounders who are efficient and reliable to higher posts in the Madras Medical Subordinate service - such as Pharmacists, - or in the alternative they can be deputed for training as Sanitary Inspectors etc.

(b) 25% of the total number of posts may be declared as Grade I Posts, and the remaining 75% as Grade II Posts. For Grade I posts, may be given the same scale as for the Upper Division Clerks, Viz. Rs.80-3-95-~~110~~-5-110. This will give some chances for promotion.

I have the honour to be,
Sir,
Your most obedient servant,
Sd.K.Jagadisan,
President.

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Ref.No.24685-G/47. Office of the Surgeon-General with the Govt. of Madras, Madras-6, dated 14th May 1947.

From

Dr. P.V.Cherian, M.B.E., F.R.C.S.(Edin.) etc.,
Surgeon-General with the Govt. of Madras, Madras.

To

The Secretary to Government,
Education and Public Health Department.

Sir,

Reference: Government endorsement No.23181-1.G.1.P.H. dated 3-4-1947.

Subject: Public Services - Compounders in Government Hospitals - revision of salaries.

It was represented to the Government in this office letter No.9221-1 G dated 18th February 1947 that the scales of pay sanctioned by Government to compounders viz. Rs.35-1-60 is very low having regard to their qualifications, hours of duty and responsible nature of their work and it was recommended that they might be allowed a scale of Rs.45-3-60-2-90. The Government however, in their order No.856 P.H , dated 18-3-1947 stated that the recent revision of scale of their pay viz. Rs.35-1-60 and house allowance give them adequate relief.

2. The Non-Gazetted Officers Association (Central) have now recommended for the various reasons stated by them, with which I entirely agree, that the compounders should be granted the following:-

(i) Revision of the scale of pay which should accord at least with the scale of pay granted to lower division clerks in a Government office viz. Rs.45-3-60-2-90.

(ii) Provision for the promotion of compounders who are efficient to higher posts e.g., Pharmacists and the deputation of compounders for Sanitary Inspectors' training and

(iii) that 25 per cent of the total number of posts may be declared as Grade I posts on the pay granted to Lower Division clerk (i.e. Rs.80-3-95-5-110) in order to provide chances for promotion.

The Madras City Compounders Association has also submitted a memorandum regarding the scale of pay allowed to compounders and I forward herewith for the information of Government a copy of the same. The President of the City Compounders Association interviewed me also in the matter on 3-5-1947 along with the members of the Association.

3. I consider that the scale of pay granted to the compounders viz., Rs.35-1-60 is highly inadequate. A compounder has got the same qualification as a lower division clerk plus special training in compounding for a period of one year. The possession of the additional qualification by undergoing training for one year reduces the holder of the diploma to an inferior status to that of an ordinar clerk in a Government office. In order to prevent discontent among this important class of servants, it is absolutely necessary

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that the scale of Rs.30-1-60 should be immediately revised to Rs.50-3-95 as proposed by the City Compounders Association from ~~it~~ 1--1--1947.

4. As there are no chances of promotion for compounders it is absolutely necessary that at least 10 per cent of the posts sanctioned for compounders should be declared as selection posts carrying a pay of Rs.110/-. The question of the promotion of compounders to the posts of Pharmacists will be considered in due course if there are adequate numbers of qualified and efficient compounders in the Department.

Your obedient servant,
Sd. P.V.Cherian,
Surgeon-General with the Govt. of Madras.

Copy of Memorandum submitted by the Madras City Compounders' Association to the Surgeon-General with the Government of Madras, Madras, dated 3-5-1947.

The ill-paid, overworked compounders, who were all these days looking on to the benign Government for proper redressal of their conditions are lately taken aback by the announcement of the revised scales of pay, fixed for them which is a great way off their expectations. Scales of pay prior to 1930 was Rs.30- to 50 with a minimum General Educational qualification of IV Form Now that the general Educational qualification has been raised to S.S.L.C. with eligibility or completed S.S.L.C. on a par with the qualifications prescribed for other entrants to subordinate services as their qualifications, it is a pity th t our scale, when compared to other subordinate servicemen leave a wide gulf of difference. The compounders work in dispensaries and hospitals from 7 A.M. to 4 P.M. exposing themselves to humiliations from patients, danger from poisons and ocrrosives, which they often handle in the course of their duties. They go without a holiday.

2. Compounders form a limb of the Medical profession and are purely responsible for the well being of the patients under the doctors' care in view of the facts, they are to dispense, the prescriptions accurately and with a clean head and judgment. They also, often act as helping hands to their medical superiors in nursing, patients during surgical work, office work and what not. To neglect such a class of faithful, obedient, calm and silent workers, in their attempt to come forward, is calculated as nothing but a sin. Men in other services, have the hope of ascending their ladder, in their sphere of activities but we have none; "A COMPOUNDER ONE A COMPOUNDER FOR EVER" is the present state of position in which we are floating.

3. Radiographers, Sanitary Inspectors and others with one year or less of training are seen in the revised scale started on Rs.60-to 120 with the same General Educational qualification.

4. In the light of the above expositions, it is requested, that the Government whose loyal servants, wex are, "but few" will loose no time in reconsidering their attitudes, towards us and give a fair revision of our salaries, starting with Rs.50-3-95 which alone under the existing economic depression, that is, prevailing in the country would give adequate relief to us.

5. We earnestly and fervently appeal to the Government, once again, to extend us its helping hand at this juctura.

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Statement showing the General Educational Qualifications and salaries revised for the categories mentioned below.

Name of post.	Gereral Educational qualificatio	Efficiency in other works.	Revised scale of pay.	Number of years which one reaches the maximum.	Allowances
			Rs.		
1. Midwives	VI or VIII Standard Vernacular.	lo	40-3-55-2-70	20 years.	House rent Clothing and Dhoby.
2. Sanitary Inspector.	S.S.L.C.	No.	60-2-120		Cycle allowance.
3. Radiographer.		No.	60 to 120		
4. Lower Division clerks.		No.	45-3-60-2-90	20 years.	
5. Compounder	"	Fully efficient in clerical, Nursing, Assisting in Surgery etc.	35-1-60	25 years	Rs.5 to 7 House Rent allowance.

/True copy/

Sd: x x x 14/5.
for Surgeon General with the Govt.of Madras.

THE NON-GAZETTED GOVT..OFFICERS' ASSOCIATION
(CENTRAL),MADRAS.

PRESIDENT:
K.Jagadisa Ayyar,B.A.(Hons)
VICE-PRESIBENT:
B.A.Prasad B.A.,
GENERAL SECRETARY;
M.J.Aruliah,B.A.
TREASURER:
K. Rangachari.

"NON-GAZETTED OFFICERS' HOME"
31,NEELI VEERASWAMI CHETTY ST.,
TRIPLICANE.

No. 42 G.O., Madras (No.5) 5th Septr. 1947.

To
The Chief Secretary to the Government of Madras,
Fort St. George, Madras.

Sir,

PUBLIC SERVICES - Compounders in Government Hospitals - Revision of pay.

Ref: This Association's letter dated 19-3-1947.

I am to invite reference to the letter cited in which the Government were requested to re-open the case of

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the compounders in Government Hospitals and to sanction the following prayers:

Pay - Revised scale - Rs.45/3/60/2/90
Special pay - Rs.10/- per mensem for arduous nature of duties.
Quarters .. provision of free quarters
Promotion .. 25% of the posts to be declared as Grade I posts on Rs.80/3/95-5-/110
Compounders to be promoted as Pharmacists and Sanitary Inspectors.

The need to consider sympathetically the case of compounders was explained to the Hon'ble the Finance Minister on 16-6-1947 and reference to this point was made in the memo submitted to the Hon'ble the Finance Minister on 14-7-47.

I am to request the favour of early orders. As the compounders are meeting in a conference on 6-9-47, early orders are requested.

I have the honour to be,
Sir,
Your most obedient servant,
Sd.M.J.Aruliah, 5/9/47.
General Secretary.

Copy to Sri R. Ramaswami, Secretary, Government Hospital Compounders Association, Erode.
Copy to the Secretary, N.G.G.O. Assn., Coimbatore.

23181-G1/47.

GOVERNMENT OF MADRAS
ABSTRACT.

COMPOUNDERS - Revision of scale of pay and certain other requests - Orders passed.

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